

DOCUMENT RESUME

ED 121 380

JC 760 222

AUTHOR Brown, Barbara; Romoser, Richard C.
TITLE Faculty Compensation, 1975-1976.
INSTITUTION Cuyahoga Community Coll., Cleveland, Ohio.
PUB DATE Mar 76
NOTE 36p.; For a related document, see JC 760 211

EDRS PRICE MF-\$0.83 HC-\$2.06 Plus Postage
DESCRIPTORS *College Faculty; Community Colleges; Comparative Analysis; *Junior Colleges; Multicampus Districts; *National Surveys; *Salary Differentials; *Teacher Salaries; Urban Schools

ABSTRACT

In order to elicit data on faculty compensation, Cuyahoga Community College sent questionnaires to 34 community college districts representing 117 colleges. The sample represented all geographic regions of the country and all ages of institutions, but institutions selected were primarily urban colleges with large or medium-sized enrollments. Thirty institutions responded, an 81 percent response. Compensation data for 1973, 1974, and 1975 were available for 19 institutions. Average compensation increased by 8.9 percent in 1974 and by 8.2 percent in 1975. The unweighted averages were \$16,649, \$18,131, and \$19,620 for the three years 1973, 1974, and 1975. The average difference between rank positions was \$581 in 1973, \$570 in 1974, and \$529 in 1975. There proved to be a positive correlation between the age of an institution and the average compensation awarded to faculty in that institution. Also reported are: the relation of salary schedules to the Consumer Price Index, the length of the term of the last salary agreement, whether the faculty is unionized, and full-time instructional load policies. Data are organized into tables, and the survey instrument is appended. (NHM)

* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

FACULTY COMPENSATION
1975 - 1976

Barbara Brown
Richard C. Romoser

Office of Educational Planning and Development
Office of Educational Research and Evaluation Services
Cuyahoga Community College
Cleveland, Ohio 44115

MARCH 1976

ED121380

JC 760 222

TABLE OF CONTENTS

	Page
INTRODUCTION	1
THE SAMPLE	1
SURVEY RESULTS	3
Two and Three Year Changes in Faculty Compensation	3
Age of the Institution and Average Compensation	8
Salary Schedules and the Consumer Price Index	9
AAUP Rating Scales	9
Length of Term for the Last Salary Agreement	12
Unionized Faculties and Cost-of-Living Provisions	12
Full-Time Instructional Load Policies	12
APPENDICES	15
Appendix A 1975-76 Faculty Compensation Survey Questionnaire	17
Appendix B Community-Junior Colleges Contacted for the 1975-76 Faculty Compensation Survey	25
Appendix C-1 Survey Institutions by Geographic Region	27
Appendix C-2 Survey Institutions by Age	28
Appendix C-3 Survey Institutions by Enrollment Size	29
Appendix D Average Dollar Difference Between Ranks of Average Compensation, 1973 to 1975	30
Appendix E Comparisons of Average Full-Time Faculty Compensation at Cuyahoga Community College with Selected Ranks of Compensation from Table 3	31
Appendix F Cost-of-Living Provisions Described by Seven Institutions	32
Appendix G Full-Time Instructional Load Policies	33

LIST OF TABLES

Table	Page
1. Responses to 1975-76 Faculty Compensation Survey	2
2. Total Compensation and Salaries of Full-Time Faculty, 1975 Compared to 1974	4
3. Changes Over Three Years In Average Compensation for Full-Time Faculty, 1973 to 1975	6
4. Percent Increase in Salary for Continuing Faculty, 1975 Over 1974	7
5. Comparison of Average Compensation at Cuyahoga Community College to Selected Community-Junior Colleges, 1973 to 1975	8
6. CPI and Faculty Compensation at Cuyahoga Community College .	10
7. Comparison of Average Total Compensation at Cuyahoga Community College to AAUP Compensation Survey Results for Institutions Without Academic Rank	11
8. Summary of Full-Time Instructional Load Policies	13

APPENDIX:

Community-Junior Colleges Contacted for the 1975-76 Faculty Compensation Survey	25
Survey Institutions by Geographic Region	27
Survey Institutions by Age	28
Survey Institutions by Enrollment Size	29
Average Dollar Difference Between Ranks of Average Compensation, 1973 to 1975	30
Comparisons of Average Full-Time Faculty Compensation at Cuyahoga Community College with Selected Ranks of Compensation from Table 3	31
Full-Time Instructional Load Policies	33

INTRODUCTION

In December of 1975 a group of community-junior colleges across the country were contacted for data on faculty compensation. The data were requested to help assess Cuyahoga Community College's relative position among institutions, particularly institutions similar to it, on the matter of full-time faculty remuneration.

THE SAMPLE

Questionnaires were distributed to 34 community college districts representing 114 colleges and 3 colleges not representing districts. A copy of the questionnaire is included as Appendix A. The institutions were selected in the following manner:

- (1) Colleges were selected from all geographic regions of the country.
- (2) Colleges selected included long established as well as *middle-age* and *young* institutions.
- (3) Primarily, colleges with large and medium-sized enrollments were selected.
- (4) Mostly, urban colleges were selected.
- (5) Many colleges active in developing new approaches to instructional problems were selected; many are members of the League for Innovation in the Community College.

Not all institutions, of course, met all criteria. A coded listing of the institutions contacted is included as Appendix B. Tables which summarize the characteristics of these institutions are included as Appendix C.

Table 1 shows how many single and multi-campus institutions were included in the survey. Thirty institutions, or 81 percent of the total, responded to the questionnaire.

TABLE 1
RESPONSES TO 1975-76 FACULTY COMPENSATION SURVEY

Response to Questionnaire	Community Junior Colleges		
	Single- Campus*	Multi- Campus	Number of Colleges Represented
Yes	11*	19	102
No	4	3	15
Total	15	22	117
* One institution received too late to include in the processing of compensation data.			

Institutions which did not respond were mainly from the north and south-eastern part of the country (5 of 7) and were, on the average, a bit younger (19 years) than institutions which did respond (25 years). Nonrespondents were about the same size as respondents in terms of enrollments.

SURVEY RESULTS

Two and Three Year Changes in Faculty Compensation

Compensation data for both 1975 and 1974 were available for 23 institutions including Cuyahoga Community College. These data are presented in Table 2. The institutions have been coded and ranked, from high to low, in terms of average compensation for 1975-76. The following information has been derived from Table 2:

- Average compensation for 22 institutions excluding Cuyahoga Community College increased by 8.1 percent, from an unweighted group average of \$17,843 in 1974 to \$19,287 in 1975.
- The standard deviation for the distribution of 22 average compensation amounts decreased from \$3,225 in 1974 to \$3,175 in 1975. This suggests that the distribution of averages for this group of institutions is not widening and is perhaps becoming tighter.
- Most of the institutions experienced a change in rank position. Cuyahoga Community College moved up one rank, along with four other institutions. Four institutions moved up two positions but another four institutions lost ground by at least two ranks.

Compensation data for three years, 1973 through 1975, were available for 20 institutions including Cuyahoga Community College. These data are presented in Table 3. The following was derived from Table 3:

- Average compensation for 19 institutions excluding Cuyahoga Community College increased by 8.2 percent in 1975 and 8.9 percent in 1974. The unweighted group averages were \$19,620, \$18,131 and \$16,649 for the three years 1975, 1974 and 1973.
- The average difference between rank positions was \$529 in 1975 compared to \$570 in 1974 and \$581 in 1973 (see Appendix D). This suggests again that the distribution is not widening and perhaps is becoming more compact with respect to the range between the top and bottom ranks.
- The dollar difference between Cuyahoga Community College and Rank 1 has decreased over the last three years but the difference between Cuyahoga Community College and Rank 5 has increased. A summary of these differences is presented in Appendix E.

TABLE 2

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY, 1975 COMPARED TO 1974

Institution	Average Compensation					Average Salary		Fringe Benefits As % of Salary		Compounded % Change 1975 Over 1973 Avg. Compensation	
	Rank		Percent Change	Dollars		1975	1974	Percent Change	1975		1974
	1975	1974		1975	1974						
DD	1	1	4.5	24,813	23,754	20,664	19,673	5.0	20.1	20.7	4.1
R	2	2	9.8	23,671	21,552	21,459	19,622	9.4	10.3	9.8	11.2
AA	--	--	--	23,605	ND	18,660	ND	--	26.5	ND	ND
E	3	4	9.0	22,888	21,007	20,311	18,294	11.0	12.7	14.8	10.0
M	4	6	8.8	22,723	20,888	18,790	17,701	6.2	20.3	18.0	10.2
Q	5	7	9.8	22,271	20,290	19,975	18,556	7.6	11.5	9.3	8.4
D	6	3	0.2	21,500	21,451	18,400	18,334	0.4	16.8	17.0	1.9
L	7	5	2.1	21,356	20,908	20,059	18,718	7.2	6.5 ^e	11.7	5.2
N	8	8	4.6	21,023	20,100	18,709	17,962	4.2	12.4	11.9	ND
T	9	10	10.0	20,707	18,829	18,166	16,758	8.4	14.0	12.4	11.2
G	10	11	10.8	20,595	18,585	18,070	16,456	9.8	14.0	12.9	10.5
CCC	11	12	8.9	20,240	18,483	17,149	15,751	8.9	18.0	18.0	8.0
O	12	13	10.1	20,078	18,234	16,891	15,279	10.6	18.9	19.3	10.4
K	13	9	1.1	19,109	18,906	17,455	17,287	1.0	9.5	9.4	4.9
B	--	--	--	ND	18,617	17,193	16,189	6.2	ND	15.0	ND
KK	--	--	--	18,251	ND [*]	17,672	ND [*]	--	3.3	--	ND
P	14	14	6.7	18,161	17,022	15,395	14,478	6.3	18.0	17.6	6.6
CC	15	17	15.9	18,154	15,664	15,516	13,549	14.5	17.0	15.6	17.2
V	--	--	--	17,713	ND	16,337	ND	--	8.4	ND	ND
HH	--	--	--	17,702	ND	15,460	ND	--	14.5	ND	ND
FF	16	15	6.2	17,547	16,525	15,952	14,585	9.4	10.0	13.3	4.8

TABLE 2 (continued)

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY, 1975 COMPARED TO 1974

Institution	Average Compensation					Average Salary			Fringe Benefits As % of Salary		Compounded & Change 1975 Over 1973 Avg. Compensation
	Rank		Percent Change	Dollars		1975	1974	Percent Change	1975	1974	
	1975	1974		1975	1974						
W	17	19	16.9	17,473	14,953	17,072	14,524	17.5	2.4	3.0	13.9
F	18	18	13.6	17,386	15,303	14,899	13,334	11.7	16.7	14.8	ND
II	19	16	4.6	16,536	15,802	16,212	15,453	4.9	2.0	2.3	8.3
U	--	--	--	15,868	ND	13,944	ND	--	13.8	ND	ND
GG	20	20	7.1	15,262	14,253	13,034	12,156	7.2	17.1	17.3	8.4
JJ	21	21	17.3	15,169	12,933	13,516	11,978	12.8	12.2	8.0	9.1
H	22	22	14.2	14,768	12,928 [#]	12,974	11,472	12.7	13.8	12.7	11.7
LL	23	23	3.6	13,119	12,663 ^{**}	11,071	11,011	0.5	18.5	15.0	ND
J	--	--	--	ND	ND	11,670	ND	--	ND	ND	ND

@ Five percent for a tax-deferred annuity included as a fringe through 1974 was subsequently incorporated into the institution's salary schedule.

* This institution indicated that the data we had for 1974 may not be comparable to the 1975 data.

** Estimated from AAUP data. Average for 35 faculty estimated from data for 34 faculty.

Revised data provided by this institution.

CHANGES OVER THREE YEARS IN AVERAGE COMPENSATION FOR FULL-TIME FACULTY, 1973 TO 1975

Institution	Rank			Percent Increase Over Previous Year in Average Compensation			Average Compensation Dollars		
	1975	1974	1973	1975	1974	1973	1975	1974	1973
DD	1	1	1	4.5	3.8	ND	24,813	23,754	22,875
R	2	2	4	9.8	12.7	9.4	23,671	21,552	19,128
E	3	4	6	9.0	11.1	8.0	22,888	21,007	18,900
M	4	6	7	8.8	11.7	ND	22,723	20,888	18,700
Q	5	7	5	9.8	7.0	ND	22,271	20,290	18,968
D	6	3	2	0.2	3.6	6.2	21,500	21,451	20,713
L	7	5	3	2.1	8.3	14.9	21,356	20,908	19,300
T	8	9	11	10.0	12.4	5.6	20,707	18,829	16,755
G	9	10	10	10.8	10.3	11.4	20,595	18,585	16,852
CCC	10	11	8	8.9	7.1	5.1	20,240	18,584	17,357
O	11	12	12	10.1	10.7	6.8	20,078	18,234	16,475
K	12	8	9	1.1	9.0	7.9	19,109	18,906	17,349
P	13	13	14	6.7	6.6	7.1	18,161	17,022	15,971
CC	14	16	17	15.9	18.5	ND	18,154	15,664	13,223
FF	15	14	13	6.2	3.4	ND	17,547	16,525	15,982
W	16	17	16	16.9	11.0	ND	17,473	14,953	13,468
II	17	15	15	4.6	12.1	ND	16,536	15,802	14,100
GG	18	18	18	7.1	9.8	4.5	15,262	14,253	12,985
JJ	19	19	19	17.3	1.5	10.5	15,169	12,933	12,746
H	20	20	20	14.2	9.2	ND	14,768	12,928	11,836

In comparing the changes in average compensation for the two- and three-year periods the reader should bear in mind that the averages represent faculty groups which differ somewhat because of the addition and/or replacement of faculty. This fact is also related to the small variations in average fringe benefit percentages between years. The percentage of fringe benefits is related to salary so that changes in the salary distribution of faculty in a given institution and no change in the fringe package can result in small variations of average fringe benefits for that institution.

Eight institutions excluding Cuyahoga Community College provided data about the percentage increase over 1974 in average salary for *continuing faculty*. Table 4 shows that the range of these increases was 2.8 to 18.1 percent. The unweighted mean was 10.7 percent.

TABLE 4
PERCENT INCREASE IN SALARY FOR
CONTINUING FACULTY, 1975 OVER 1974

Institution	1975 Rank	Percent Increase for Continuing Faculty - 1975
Q	5	11.2
T	9	9.9
G	10	11.4
CCC	11	9.4
O	12	13.3
K	13	2.8
P	14	8.7
W	17	18.1
GG	20	10.2

Table 5 summarizes a comparison of Cuyahoga Community College to the groups of institutions on Tables 2 and 3. The average compensation index for Cuyahoga Community College and the 22 institutions on Table 2 was a bit higher in 1975. The three-year comparison to the 19 institutions on Table 3 shows that the 1975 index was higher than 1974 but still lower than the 1973 level. So, while Cuyahoga Community College has improved its position over last year, from Rank 11 to Rank 10, it has not recovered its standing of 1973 when it was ranked 8th.

TABLE 5

COMPARISON OF AVERAGE COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE
TO SELECTED COMMUNITY-JUNIOR COLLEGES, 1973 TO 1975

Year	1973-74	1974-75	1975-76
Average Total Compensation at Cuyahoga Community College	\$17,357	\$18,584	\$20,240
Average of 22 Institutions on Table 2 without Cuyahoga Community College	--	17,843	19,287
Index Comparing Cuyahoga Community College to Average	--	104.2	104.9
Average of 19 Institutions on Table 3 without Cuyahoga Community College	16,649	18,131	19,620
Index Comparing Cuyahoga Community College to Average	104.3	102.5	103.2

Age of the Institution and Average Compensation

The institutions which are ranked in Table 2 are of varying age as shown by the information in Appendix B. Analysis indicated a positive correlation between the age of the institution and the average compensation awarded to faculty in that institution.

The ages and 1975 average compensation amounts of 23 institutions including Cuyahoga Community College were correlated, resulting in a coefficient of .53. This means that 28 percent of the variability in average compensation is associated with differences in the ages of the institutions. Another interpretation is that a prediction of the average compensation of an institution, knowing only its age, would be 15 percent closer to the actual average than a prediction based only on the average compensation for all institutions.

The correlation coefficients between age and average compensation in this series of surveys have varied from .63 in 1971-72, .43 in 1972-73, .69 in 1973-74 and .53 for 1975-76 for an average of .57.

Since salary structures commonly reward longevity, the average compensation of institutions with such salary structures increases from year to year. But the financial status of well-managed older institutions probably influences the steady increase, too.

Salary Schedules and the Consumer Price Index

The salary schedules in this survey include a provision by which faculty are paid more for each year of service, up to some maximum point. Thus the average compensation of young faculty will increase from year to year, as a function of their experience, without any change in the basic salary structure. Of course, colleges have granted increases in the basic salary structure in addition to the regular increments included in the schedule. In addition, the percentage of salary allotted for fringe benefits appears to have been increasing slightly at many institutions. Such increases reflect cost increases for existing benefits as well as the cost of additions to fringe packages.

The salary for the faculty member at Cuyahoga Community College with an M.A. degree was \$6,200 in 1963. That faculty member in 1975 would receive \$17,382 due to increases in the salary schedule and twelve annual increments. However, the 180.4 percent increase over the thirteen-year period would be cut to an 87.0 percent increase by the effect of CPI increases.^e This is an annual increase of 4.7 percent compounded. Thus the increases in the basic salary schedule over the intervening years have resulted in the faculty member receiving an increment (4.7 percent) which is the average increment planned in the 1975 schedule (4.7 percent).

The CPIs and their historical relationship to average faculty compensation at Cuyahoga Community College are summarized in Table 6

AAUP Rating Scales

The American Association of University Professors (AAUP) analyzed compensation data reported to them for 1974-75 and calculated a percentile distribution of the participating institutions. The actual and projected compensation amounts which corresponded to the 80th percentile, or an AAUP Rating 1, are presented in Table 7. Actual and projected data are shown for 1974-75 and three preceding years. Of course only projected figures are included for 1975-76 and 1976-77.

Average compensation at Cuyahoga Community College has gone from being 104.5 percent of the Rating 1 actual amount in 1971-72 to 96.2 percent of the Rating 1 actual amount in 1974-75. The Cuyahoga Community College average will probably be between 95 and 97 percent of the actual 1975-76 Rating 1 figure.

The reader will recall that in a percentile distribution, the institutions which are above the 80th percentile may change from year to year. The particular point is defined only in terms of the distribution of compensation averages and not in terms of institutions. As institutional circumstances change, their relative place in the distribution may change. Therefore, comparing a particular institution's average compensation to the 80th percentile point year after year implies that the institution's fortunes are in the 80th percentile over that period.

^eSource: U. S. Bureau of Labor Statistics, Consumer Price Index, United States City Average, All items (1957-59=100), December 1975. Index=193.4

TABLE 6

CPI AND FACULTY COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE

Year	Consumer Price Index (1967=100)		CCC Faculty Compensation	CCC Faculty Compensation Using the Different CPIs for 1967=100	
	National (Dec.)	Cleveland (Nov.)		National (Dec.)	Cleveland (Nov.)
1975	166.3	164.5	\$20,240	173.3	176.3
1974	155.4	153.0	18,584	159.2	161.9
1973	138.5	137.5	17,357	148.6	151.2
1972	127.3	127.9	16,514	141.4	143.9
1971	123.1	124.4	15,256	130.7	132.9
1970	119.1	121.3	13,925	119.3	121.3
1969	112.9	N.A.	13,183	112.9	---

ANNUAL INCREASES IN NOVEMBER CPI AND COMPENSATION				
From Year to Year		National	Cleveland	Faculty Compensation
1970 - 1971		+ 3.4%	+ 2.6%	10.0%
1971 - 1972		+ 3.4%	+ 2.8%	8.2%
1972 - 1973		+ 8.8%	+ 7.5%	5.1%
1973 - 1974		+12.2%	+11.3%	7.1%
1974 - 1975		+ 7.0%	+ 7.5%	8.9%

Year	National CPI for November
1972	126.9
1973	137.6
1974	154.3
1975	165.6

N.A.=Not Available

TABLE 7

COMPARISON OF AVERAGE TOTAL COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE TO
AAUP COMPENSATION SURVEY RESULTS FOR INSTITUTIONS WITHOUT ACADEMIC RANK

Year	1971-72	1972-73	1973-74	1974-75	1975-76	1976-77
Average Total Compensation at Cuyahoga Community College	\$15,526	\$16,514	\$17,357	\$18,584	\$20,240	
AAUP Rating I	Actual	\$16,430	\$17,570	\$19,320	NA	
	Projected	(15,690) ^①	(16,230) ^①	(16,910) ^①	(21,160) ^②	(23,170) ^③
Index to Comparing Cuyahoga Community College to AAUP	104.5 (99.0)	100.5 (101.1)	98.8 (102.6)	96.2 (96.6)	NA (95.7)	
^① Figures in parentheses were/are projections. ^② Obtained by increasing the actual 1974-75 percentile (80th) by 9.5 percent. ^③ The 1974-75 actual increased by 9.5 percent compounded twice.						

Length of Term for the Last Salary Agreement

Institutions were asked about the length of term for the last agreement on faculty salary. Most institutions (15) indicated a one-year agreement. Six institutions reported having a two-year agreement and four institutions reported three-year arrangements. Four institutions did not provide data.

Two years ago in the 1973-74 survey thirteen institutions reported one-year agreements, six reported two-year agreements, and two institutions reported having three-year agreements.

Unionized Faculties and Cost-of-Living Provisions

Eight institutions said that their faculty was unionized and two institutions reported being in the process of unionization. Four of these institutions reported in the 1973 survey of faculty compensation that their faculty did not participate in collective bargaining. An examination of the change in rank position from 1973 to 1975 for these four institutions showed improvement for three institutions (from one to three ranks) and a loss of two ranks for one institution reportedly in the process of unionization. Compensation data for the other institution in the process of unionization were not available for 1973 and 1974.

Seven institutions reported that their compensation agreement included a cost-of-living provision and eleven indicated the absence of such a provision. Descriptions of these provisions provided by the seven institutions which have them are presented in Appendix F. Generally (7 out of 8) institutions reporting that their faculty was unionized also indicated that they did not have a provision for a cost-of-living adjustment. Institutions without unions were about evenly divided with respect to this provision.

Full-Time Instructional Load Policies

Institutions were asked about their policies regarding academic credits and contact hours per week for a full-time instructional load. Appendix G details the responses of 28 institutions. One institution has no policy. Four institutions reported having no policy regarding academic credits per week; two of these four have faculty which are unionized. Five institutions reported having no policy regarding the number of clock hours per week spent with students in class; one of these five has a unionized faculty and one institution's faculty is in the process of unionizing.

Table 8 summarizes the full-time instructional load data for institutions which reported having policies. Most institutions reported both minimums and maximums; some, however, reported only a minimum, only a maximum, or only the most frequent for their faculty.

Seven institutions reported average weekly student contact hours per full-time equivalent faculty. The average of the seven averages was 457. The average for Cuyahoga Community College is estimated at 381.

TABLE 8

SUMMARY OF FULL-TIME INSTRUCTIONAL LOAD POLICIES

Faculty	Academic Credit Per Week			Contact Hours Per Week		
	Avg. Minimum	Avg. Maximum	Avg. Most Frequent	Avg. Minimum	Avg. Maximum	Avg. Most Frequent
Unionized	13.5	15.3	14.5	13.3	15.5	14.6
In Process of Unionizing	13.0	15.5	--	17.0	19.0	--
Not Unionized	13.7	16.3	15.0	10.2	18.9	15.6
TOTAL	13.5	15.8	14.8	15.1	17.5	15.0
(Range)	(12-15)	(12-18)	(12-15)	(12-20)	(13-30)	(12.5-18)
CCC			12.0	12.0	18.0	

APPENDICES

Appendix A	1975-76 Faculty Compensation Survey Questionnaire
Appendix B	Community-Junior Colleges Contacted for the 1975-76 Faculty Compensation Survey
Appendix C-1	Survey Institutions by Geographic Region
Appendix C-2	Survey Institutions by Age
Appendix C-3	Survey Institutions by Enrollment Size
Appendix D	Average Dollar Difference Between Ranks of Average Compensation, 1973 to 1975
Appendix E	Comparisons of Average Full-Time Faculty Compensation at Cuyahoga Community College with Selected Ranks of Compensation from Table 3
Appendix F	Cost-of-Living Provisions Described by Seven Institutions
Appendix G	Full-Time Instructional Load Policies

APPENDIX A

1975-76 FACULTY COMPENSATION SURVEY QUESTIONNAIRE

Notation Attached to 1975-76 Faculty
Compensation Survey Questionnaire

Since yours is a multi-campus institution, we need to know
which units you are including in your report:

- ☐ Summary data for all campuses/colleges in
the institution
- ☐ Separate reports for each campus/college
- ☐ Other (please specify) _____

CUYAHOGA COMMUNITY COLLEGE

Office of Institutional Research and Evaluation
700 Carnegie Avenue
Cleveland, Ohio 44115

1975-76 FACULTY COMPENSATION SURVEY

- 1-A. Compensation for Full-Time Faculty. The easiest answer is to send us Table 1 of the Annual Survey of Academic Salary and Fringe Benefit Data for the Academic Year 1975-76 which was requested by the American Association of University Professors with a November 1, 1975 filing date. If you are sending us a copy of Table 1 please skip to Question 2.

If a copy of the AAUP Table 1 cannot be supplied, please complete the following table. Report compensation for full-time instructional faculty (as defined in Attachment A of this form) on a nine-month basis only. Prorate contractual amounts for terms of other than nine months for a nine-month term or omit the contracts for terms other than nine months. Include fringe benefits as defined in Attachment B of this form.

No. of Instructional Faculty (1)	Average Salary (2)	Average Fringe Benefits (3)	Average Total Compensation (2) + (3)	Fringe Benefits as Percent of Average Salary (3) ÷ (2)
_____	\$ _____	\$ _____	\$ _____	_____ %

- 1-B. Check the statement that applies to the contractual amounts included in the above table:

- ☐ All full-time contracts have been included in the above table with amounts prorated for a nine-month term where necessary.
- ☐ Only full-time contracts for a nine-month term have been included in the above table.

2. We would like to report the average dollar and percent salary increases for continuing faculty, comparing 1975-76 to 1974-75. Please send a copy of Table 5 of the 1975-76 AAUP Salary Survey.

A copy of Table 5 is enclosed: Yes ☐ No ☐

3. What was the length of term for your last agreement on faculty salary? _____ Beginning for what year? _____

4. Does the agreement regarding faculty compensation at your institution include a provision for a cost-of-living adjustment?
- ☐ Yes. If yes, please describe the provision in the space below or in an attachment:

☐ We are now developing a provision for a cost-of-living adjustment.

☐ No.

5. Is your faculty unionized?

☐ Yes.

☐ We are in the process of unionizing.

☐ No. If no, please skip to Question 7.

6. Is your faculty union a national affiliate?

☐ Yes.

☐ No.

7. What is your institution's policy regarding the number of academic credits per week for a full-time instructional load?

For example: four classes of three credits each per week would be twelve academic credits per week.

Minimum: Maximum: Most frequent:

If no policy exists, check here ☐

8. What is your institution's policy regarding the number of clock hours per week spent with students in class for a full-time instructional load?

For example: four classes meeting three hours and one class meeting five hours per week would be 17 contact hours per week.

Minimum: Maximum: Most frequent:

If no policy exists, check here ☐

9. If your institution calculates student contact hours per week, please report the average number per full-time equivalent faculty:

average weekly student contact hours per FTE faculty

10. Compensation for Part-Time Faculty. Please provide the following materials, if possible. (Check appropriate boxes to indicate the materials being sent to us.)

	<u>Enclosed</u>	<u>Not Available</u>
a. A copy of your institution's current salary schedule(s).	☐	☐
b. Guidelines for placing faculty on the salary schedule(s).	☐	☐

- 11-A. Please present in the space below the means by which your institution determines the amount to be paid to a part-time instructional staff member.

We would like a description of:

- the rate or range of rates per unit of instruction (i.e. credit or contact hour)
- how rates differ for lecture and laboratory units of instruction
- the qualifications for determining what rate an individual is paid

Example: At Cuyahoga Community College, part-time instructors are paid according to years of experience on the salary schedule and educational qualifications (see Attachment C) and the number of instructional units (equated lecture hours).

Thus, an instructor teaching a three-credit hour lecture course, having four years of related experience (salary step 4), and possessing an M.A. degree (salary class D) would be paid three times \$169 or \$507 for teaching the course.

- 11-B. Compared to your answer for 11-A, does your institution use a different means for paying full-time faculty who are teaching an extra class or two?

☐

Yes

☐

No

If yes, please explain the difference in the space below:

12. Would you like to receive a copy of the report summarizing these data?

☐

Yes

☐

No

Form completed by:

Name _____

Title _____

Institution _____

Address _____

Phone No. () _____

Please return the completed form by January 5, 1976 to:

Dr. Richard C. Romoser
Office of Institutional Research and Evaluation
Cuyahoga Community College
700 Carnegie Avenue
Cleveland, Ohio 44115

Phone No. (216) 241-5966, Extension 308

ATTACHMENT A

1975-76 FACULTY COMPENSATION SURVEY QUESTIONNAIRE

Please report compensation data for full-time instructional faculty defined by AAUP as the following:

Full-Time Instructional Staff

- (1) Report: faculty members whose major regular assignment is instruction, including those with released time for research; department chairmen without other administrative titles, faculty members on sabbatical leave (report their regular academic-year salary), and faculty members of religious orders whose salaries are paid and determined by the same principles as those which apply to lay faculty.
- (2) Do not report: faculty members who are engaged in organized research, or other functions, for more than one-half of their time. Coaches, librarians, critic teachers, counselors, deans, associate deans or other individuals whose primary function is not instructional; even though they nominally teach "half-time;" member of religious orders who donate their time or whose services are valued by bookkeeping entries rather than by full-cash transactions; teaching assistants, junior instructors, or other sub-instructors who are graduate students in the institution in which they teach, even though they may hold a full-time appointment.

ATTACHMENT B

1975-76 FACULTY COMPENSATION SURVEY QUESTIONNAIRE

Please report fringe benefits according to the following AAUP definitions. Include your institution's countable contributions to all that apply.

- (1) Social Security. F.I.C.A. tax calculated at the rate of 5.85 percent of the first \$14,100 of salary.
- (2) Retirement (only if vested within five years). Report contributions on a nine-month basis by the institution toward retirement *only to the extent that they become vested* in the faculty member not later than the end of his fifth year of full-time service at the institution in the rank of instructor or higher and *are not lost to him* if he leaves the institution or moves to another state. *For those institutions with vested and non-vested retirement plans:* If all faculty members have the option to participate in the vested plan, the institution's (or state's) contribution to the non-vested plan can be reported only to the extent that it does not exceed the contribution which would have been made to the vested plan if the faculty member had chosen to participate.
- (3) Medical Insurance.
- (4) Life Insurance.
- (5) Guaranteed Disability Income Protection. Include contribution, through insurance or otherwise, for prolonged disability income payment (defined here as salary in excess of six months), providing such payments do not arise from the accumulation of unused annual sick leave benefits.
- (6) Unemployment Compensation.
- (7) Workmen's Compensation.
- (8) Cash Tuition for Faculty Children if cash payments are available. Contributions should *not* be included unless *cash* payments are available to *any* faculty child to attend *any other* accredited institution of his choice. Where cash payments are offered to all, tuition waived for faculty children attending your institution or attending some other institution under tuition exchanges should be included up to the amount of the maximum *cash* allowance offered for study elsewhere. (Tuition exchanges should not be reported as a countable benefit unless cash alternatives are available.)
- (9) Cash Housing Benefits. Such benefits should *not* be included unless cash payments are offered to *all* faculty members who choose not to live in housing provided by the institution.
- (10) Other Benefits In Kind with Cash Options. Personal benefits in kind may be included *only if* the faculty member has, *without the imposition of conditions, the option of taking a cash payment* if he prefers to use the money in some other way. Exclude benefits of a professional nature such as convention travel, membership fees, grading assistance, faculty clubs, etc.

1975-76 FACULTY COMPENSATION SURVEY QUESTIONNAIRE

Part-time Professional Staff and Substitute Staff Salary Schedule
(Based on one professional assignment credit hour of
instruction or supervision per quarter)

SALARY TABLE 81

CUYAHOGA COMMUNITY COLLEGE
CLEVELAND, OHIO

Effective academic year 1975-76

Salary Steps	B.A.*	B.A. +15 sem. cr. (22.5 qtr)	B.A. +30 sem. cr. (45 qtr)	B.A. +45 sem. cr. (67.5 qtr)	M.A.**	M.A. +15 sem. cr. (22.5 qtr)	M.A. +30 sem. cr. (45 qtr)	M.A. +45 sem. cr. (67.5 qtr)	Ph.D.***
	A	B	C	D	E	F	G	H	
5	140	148	156	171	179	184	190	202	
4	138	146	154	169	174	182	188	200	
3	135	143	152	167	172	180	186	197	
2	132	142	150	165	170	176	184	195	
1	129	140	147	162	168	173	182	193	

SALARY CLASSES

Counselors and Librarians -- Part-time counselors and librarians will have their remuneration computed at the rate of \$9.00 per hour.

Substitutes

-- All substitutes for teaching or supervisory faculty whether day or evening will be reimbursed at the rate of \$11.00 per computed credit hour or supervisory hour; substitutes for counselors and librarians at \$9.00 per hour.

* Implies any relevant baccalaureate degree, e.g., B.S.

** Implies any relevant masters degree conferred by a recognized institution of higher education, e.g., M.S., M.F.A., M.B.A.

*** Earned doctorate relevant to the professional assignment.

APPENDIX B

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE 1975-76 FACULTY COMPENSATION SURVEY*

Institution (A)	Response (B)	City/Town (C)	Founding Year (D)	Number of Campuses (E)	Enrollment Oct. 1974 (Nearest 100) (F)
T	Yes	Arizona	1920	5	42,300
N	Yes	California	1913	3	17,000
E	Yes	California	1947	2	49,800
L	Yes	California	1958	2	28,500
Q	Yes	California	1929	9	124,800
BB	No	California	1953	5	30,700
R	Yes	California	1916	3	35,100
H	Yes	Colorado	1968	3	11,600
EE	Yes	Florida	1966	1	6,200
X	No	Florida	1960	4 (Oct. 1973; ND for 1974)	30,100
D	Yes	Illinois	1911	7	48,200
KK	Yes	Illinois	1965	1	19,800
G	Yes	Maryland	1947	1	8,300
U	Yes	Massachusetts	1946	15 (Colleges)	34,300
AA	Yes	Michigan	1965	3	16,400
M	Yes	Michigan	1938	1	14,100
K	Yes	Michigan	1961	1	7,000
S	No	Michigan	1954	2	21,500
V	Yes	Minnesota	1915	18 (Colleges)	23,800
W	Yes	Missouri	1915	3	11,800
II	Yes	Missouri	1963	3	24,000

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE
1975-76 FACULTY COMPENSATION SURVEY*

(Continued)

Institution (A)	Response (B)	City/Town (C)	Founding Year (D)	Number of Campuses (E)	Enrollment Oct. 1974 (Nearest 100) (F)
B	Yes	New Jersey	1967	1	6,800
Z	No	New York	1947	1	18,000
DD	Yes	New York	1960	1	16,300
A	No	New York	1959	1	13,700
C	No	N. Carolina	1963	1	18,000
GG	Yes	Ohio	1959	1	8,700
P	Yes	Ohio	1964	1	4,500
O	Yes	Ohio	1967	1	5,800
LL	Yes	Ohio	1974	1	600
CC	Yes	Oregon	1961	1	28,200
I	No	Pennsylvania	1965	1	8,700
F	Yes	Pennsylvania	1966	3	16,900
J	Yes	Texas	1966	4	26,600
JJ	Yes	Texas	1967	2	15,600
FF	Yes	Washington	1966	3	15,900
HH	Yes	Washington	1963	2	7,400

* Data source for columns C through F was the 1975 Community and Junior College Directory published by the American Association of Community and Junior Colleges.

APPENDIX C-1

SURVEY INSTITUTIONS BY GEOGRAPHIC REGION

Region*	Institutions Contacted		Colleges Represented	
	Response	No Response	Response	No Response
Far West	8	1	24	5
West	2	--	8	--
Central	5	--	30	--
Midwest	8	1	17	2
Southeast	2	2	2	5
Northeast	5	3	21	3
TOTAL	30	7	102	15
*Far West: California, Oregon, Washington West: Arizona, Colorado Central: Texas, Missouri, Minnesota Midwest: Illinois, Michigan, Ohio Southeast: Florida, North Carolina Northeast: Pennsylvania, New York, New Jersey, Massachusetts, Maryland				

APPENDIX C-2

SURVEY INSTITUTIONS BY AGE

Age of Institution	Respondents	Nonrespondents
1 - 5 years	1	--
6 - 10	8	--
11 - 15	7	2
16 - 20	3	2
Over 20	11	3
TOTAL	30	7
Median=16 years		

APPENDIX C-3

SURVEY INSTITUTIONS BY ENROLLMENT SIZE

Student Enrollment (Fall 1974)	Respondents	Nonrespondents
Under 5,000	2	--
5,000 - 9,999	7	1
10,000 - 19,999	10	3
20,000 - 29,999	5	1
30,000 - 39,999	2	2
40,000 and Over	4	--
TOTAL	30	7
Median=16,868		

APPENDIX D

AVERAGE DOLLAR DIFFERENCE BETWEEN RANKS OF AVERAGE COMPENSATION, 1973 to 1975*

Ranks	Average Dollar Difference Between Ranks of Average Compensation*		
	1973	1974	1975
1 - 5	\$976	\$711	\$635
6 - 10	512	576	315
11 - 15	664	695	633
16 - 20	408	684	676
All	581	570	529
*Average is defined as the range between the highest rank in the comparison and the lowest rank divided by four. The divisor for all ranks was nineteen.			

APPENDIX E

COMPARISONS OF AVERAGE FULL-TIME FACULTY COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE WITH SELECTED RANKS OF COMPENSATION FROM TABLE 3

	1973	1974	1975
CCC Average Compensation	\$17,357	\$18,584	\$20,240
Avg. Compensation for Selected Ranks			
Rank 1	22,875	23,754	24,813
Rank 5	18,968	20,908	22,271
Dollar Difference Between Cuyahoga Community College and...			
Rank 1	5,518	5,170	4,573
Rank 5	1,611	2,324	2,031
Index: CCC Avg. Compensation Divided by....			
Rank 1	75.9	78.2	81.6
Rank 5	91.5	88.9	90.9

APPENDIX F

COST-OF-LIVING PROVISIONS DESCRIBED BY SEVEN INSTITUTIONS

- B: For 1975-76 a 4.0 percent increase plus 10.15 percent cost-of-living (Consumer Price Index for New York and Northeastern New Jersey.)
- J: Faculty receive two lump sum payments in December 1975 and May 1976; each payment equals 3.0 percent of annual salary. Also, salary schedule was increased by 3.0 percent effective Fall 1975.
- H: Minimum longevity and cost-of-living increment is \$500 and amounts above this are considered each year, as necessary.
- P: Increase salaries by 6.0 percent on July 1, 1975 and 5.5 percent on July 1, 1976.
- T: "Board approved" cost-of-living adjustment. In 1975-76 it was 9.8 percent out of a possible 13.2 percent.
- CC: On July 1, 1976 the 1975-76 salary guide will be increased by the percentage increase in the National Consumer Price Index, March 1975 to March 1976. This is to be no more than 7.0 percent and no less than 3.0 percent.
- KK: Step 1, column 2 of the salary schedule, on July 1, 1976 will be increased 6.0 percent plus $\frac{2}{3}$ of the difference between 6.0 percent and the cost-of-living factor for the Chicago metropolitan area, December to December. Step 1, column 2, of the salary schedule, on July 1, 1977, will be increased 5.0 percent plus $\frac{2}{3}$ of the difference between 5.0 percent and the cost-of-living factor for the Chicago metropolitan area, December to December.

APPENDIX G

FULL-TIME INSTRUCTIONAL LOAD POLICIES

Institution	Full-Time Instructional Load - 1975								Average Weekly Student Contact Hours
	Number of Academic Credits per Week				Number of Clock Hours Per Week Spent with Students in Class				
	No Policy	Min.	Max.	Most Frequent	No Policy	Min.	Max.	Most Frequent	
F		12	18	15	#	12	18	15	381 (est)
G		13	15	15		13	15	15	
D		12-13	12-13	12		12-13	12-13	12-13	
E		--	--	15		14	30	15	
CCC		--	--	12		12	18		
J		--	--	15		--	--	15	
K		--	--	15		15	18.75	15	
H	X					16	20	--	494
L		14	16	15		15	24	15	
M		14	16	15		14	16	15	
O		15	15			12	18	15	
		Units							
R		15	15	15		15	15	15	540
		Equivalent Units				Equivalent Hours			
T		14	16	15	X	--	--	--	460
CC		--	--	15		@	@	@	427
FF	X						15 lecture 15-25 lab		
GG		15	15	15	X				373
		English Comp. 12							
II		12	15	--		20	22	--	C
							contact hours		
JJ		15	--	15			18		

FULL-TIME INSTRUCTIONAL LOAD POLICIES (continued)

Institution	Full-Time Instructional Load - 1975								Average Weekly Student Contact Hours
	Number of Academic Credits per Week				Number of Clock Hours Per Week Spent with Students in Class				
	No Policy	Min.	Max.	Most Frequent	No Policy	Min.	Max.	Most Frequent	
P		39-47	quarter credits per year			55	quarter hours per year/max. 20 per quarter		370 (est)
V		--	15	--		--	20	-- 25 for voc. ed.	
U	12	18	15		X				
HH		15	--	--		15	30	--	
B		No comparable data						15 contact hours	
DD	X					14	16	15	
KK		14	16	15		14	16	15	
AA		12	--	--		20	--		
Q		12	18	15		--	--	15	532
W		14	16	15		18	21	18	
N	X				X				

This institution originally reported that it had no policy. The revised data which it submitted and which is reported here was received too late to update Table 8 on page 13 or the narrative on page 12.

e "College requires 35 hours per week on campus. Time not in class or lab is divided equally between office hours for student conferences and other preparation."